

## **ABSTRACT**

*This study aims to determine and analyze the effect of work quality and work stress on employee performance and the magnitude of the influence of work quality and stress management simultaneously and partially on employee performance at PT Telkom Witel Sumut.*

*This research uses quantitative research with descriptive and causal associative types. The sampling technique used in this study is a non probability sampling technique with purposive sampling types, with a total of 42 respondents. The data analysis technique used descriptive analysis and multiple linear regression analysis.*

*Results based on the descriptive analysis showed that the variable Quality of Work Life (X1) and Employee Performance (Y) had results in the good category, while the variables had results in the bad category. The magnitude of the influence of quality of life and management of work stress together 40,1% on employee performance is the influence of other factors not examined in this study. Partially, the variables of quality of work life and management of work stress have a positive and significant effect on employee performance.*

***Keywords: Quality of Work Life, Management of Work Stress, Employee Performance***